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D/Pers

83-5214

FBIS-756/83/1

4 May 83

MEMORANDUM FOR: Director of Personnel

THROUGH: Deputy Director for Science and Technology

FROM: [REDACTED]  
Director, Foreign Broadcast Information ServiceSUBJECT: Premium Pay in Lieu of Overtime for Certain Foreign  
Broadcast Information Service Personnel (C)

1. The purpose of this memorandum is to obtain approval for certain Foreign Broadcast Information Service personnel to receive premium pay in lieu of overtime. (C)

2. Certain FBIS employees are subject to frequent and lengthy TDY's in the performance of their responsibilities. Typically, the travel is in response to direct requirements for a specific individual(s) and/or equipment at a time and place dictated by the operational requirements and as a result cannot be scheduled in advance. These activities include linguists providing linguistic support to other [REDACTED] [REDACTED] overseas locations; monitors, cruising monitors, engineers or engineering technicians monitoring radio and television spectrums due to sudden and unexpected changes in frequency transmission; and, in addition to the above, communicators/teletypists and editors providing continuous coverage during crisis situations, the [REDACTED] being a recent example. Implicit in any operational requirement is the need to perform substantial amounts of irregular overtime and night, Sunday, and holiday work which cannot be administratively controlled. Experience has shown these FBIS officers work an average of 7 to 9 hours of administratively uncontrolled overtime per week. (C)

3. It is requested you approve my authority to certify 20% premium pay in lieu of overtime for certain FBIS employees in accordance with the criteria listed below:

- a. the hours of duty cannot be administratively controlled;
- b. the employee is required to perform substantial amounts of irregular or occasional overtime averaging over 7 hours but normally not more than 9 hours per week;

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c. the employee is required to perform substantial amounts of work at night and/or holidays, generally averaging more than once a week;

d. the employee is responsible for recognizing, without supervisory intervention, circumstances which require him/her to remain on duty. (C)



25X1

CONCUR:



Deputy Director for Science and Technology

11/9/83  
Date

APPROVED:

Director of Personnel

Date

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

EXTENSION

NO.

C/AS/FBIS

TE

21 November 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director of Personnel

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Hank,

The attached request for the D/FBIS to have the authority to approve premium pay in lieu of overtime for certain FBIS employees has been in process since August, 83. The first memo was sent back by DDS&T for some refinements; the attached incorporates those refinements. Additionally, [redacted] supposedly greased the skids for this to pass on without any further delays by ensuring the memo covered all points. Also, this memo is patterned after an OTS request earlier this year, circa June 83, which requested an extension of a similar authority. D/OTS had been granted in March 1977. Consequently, I take umbrage with the note from PMCD which was attached to the package and returned to us.

As it explicitly states in the memo, we are asking for the authority for the D/FBIS to approve in the future the premium pay for the same reasons which OTS had cited and which was accepted by personnel. We have over 100 linguists who could be called to participate in a

[redacted] operation. We have a staff of engineers, technicians, teletypists, editors, any one of which could be tapped for an operation. We cannot list specific individuals before a crisis develops. We are not clairvoyant. We respond, not anticipate.

So, I am asking for your assistance to have PMCD process this request in the same manner they previously approved an OTS request (copy attached). As you can see, notwithstanding [redacted], the earlier OTS memo did not comply with ref regulation.

*Appreciate your help*

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D/Pers

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Premium Pay in Lieu of Overtime for Certain Foreign Broadcast Information Service Personnel (C)

FROM:

Director, Foreign Broadcast Information Service

EXTENSION

NO.

FBIS-756/83 /1

DATE

4 November 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director for Science and Technology 6E45 - Headquarters

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3. Director, Personnel 5E13 Headquarters

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ACTION

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SUSPENSE

18 Nov 83

12.

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